



## Leadership and Ethics News Around the World

Greetings dear readers. In line with our vision of sharing knowledge that improves the way managers lead and live in Africa and the world, we bring you a section of interesting headlines relating to Leadership and Ethics in the global community.

### Inform



#### **Leading Without Authority: A Roadmap For Data Leaders**

Leadership is not the top-down dictate that it's often misperceived to be. It is about connecting with colleagues, developing and executing a shared vision, establishing common goals and success metrics, and achieving strategic goals which I call "co-elevation." And co-elevation determines the quality and longevity of successful business relationships.

For data leaders, this means understanding the priorities, needs, fears, and day-to-day work lives of business unit leaders so that



#### **Business As Usual Does Not Exist For The Inclusive Leader!**

There is never business as usual when it comes to inclusive leadership. Why? Because there will always be a need for continuous improvements for bringing cultures together. There has been much focus about the power of representation. Yes, it's delightful for individuals to see people that look like them in the upper hierarchy in the workplace.

Yes, it's enjoyable to be amongst a community that welcomes differences. However, it is also painful to experience representation when hate crimes are levied against

business benefits and data strategy are tightly aligned. "It's not about what one team or another can or can't do. It's talking about how you move forward and grow together," said an expert in the tech industry.

an identity affiliation. This past weekend's targeted mass shooting in Buffalo, New York challenges inclusive leaders, to again pause and show our communities that we care.

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### **Is private equity joining or co-opting the employee ownership movement?**

A dragon entering the midst of the employee ownership field that's how Jim Bonham, head of the Employee Stock Ownership Plan (ESOP) Association, described the splashy April announcement of a new nonprofit, Ownership Works, which says it aims to create \$20 billion in worker wealth through employee ownership over the next decade. Spearheaded by Pete Stavros of KKR, the nonprofit is a collaboration between 60 organizations, including private equity firms, philanthropic leaders, banks, pension funds, and worker advocates.

"This effort is about providing entry and mid-level workers with access to a wealth creation tool equity ownership without a trade-off for wages or other benefits," said Stavros. "At scale, this movement has the potential to build billions of dollars of wealth for millions of working families."

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**Emulate**

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# Real Leaders

with Muriel Wilkins



## How Do I Hold My Team Accountable?

A leader learns how to set team direction and improve accountability.

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## Inculcate



### How the Best Teams Keep Good Ideas Alive

Many leaders feel stuck. They know that employee perspectives are crucial for retention and innovation, but they struggle to single-handedly create a culture where employees are empowered both to speak up with ideas and to see them through where it's the good idea that matters, rather than the role or status of the person who initially raises it. Based on their research on "voice cultivation" the collective, social process through which employees help lower-power team members' voiced ideas reach implementation, the authors have identified several tactics leaders and their teams can use to help ensure good ideas make it to implementation: amplifying, developing, legitimizing, exemplifying, and issue-raising.



### Think You Have a Great Idea? Ask These 6 Questions to Gain Perspective.

When you have an exciting new idea, it's easy to focus on all its benefits and jump to action. But doing so can lead to failure. Your limited perspective may mean you're not seeing potential hurdles and you may be leaving other promising options unexplored.

If you want the best ideas to flourish, you need to open your mind to different perspectives from people beyond your team, whom you don't usually talk to and ask open-ended questions.

After presenting your idea, ask: What stands out to you, and what's missing? What would our critics say?

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Consider the failure of your idea:  
What would your pre-mortem reveal?

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## Empower

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### Domino's 'Stranger Things' app reveals the mind-flaying stakes of the attention arms race

Back in late 2020, Domino's senior VP of brand and product innovation Kate Trumbull got a call from Netflix, asking if the pizza giant would be interested in a brand partnership around the fourth season of the hit show *Stranger Things*. For Trumbull, it was a no-brainer. She saw the symmetry between Domino's '80s popularity and the show's setting, as well as a way to link the show's supernatural vibe to her company's tech and innovation. She'd also seen the hype around some the branded work tied to the show's third season, like Nike's Hawkins capsule collection, and Burger King's *Stranger Things* meal.

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## Upcoming Programmes

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### Workplace Conflict Management and Resolution Skills



### Authentic Leadership

This online course is a proven and practical approach for developing

Effectively resolving conflicts boosts employee productivity, creativity and attitude to work. An amicable atmosphere at the workplace is essential for increased productivity and output on the part of employees thus making conflict management essential to the success and growth of any company. Managers need to develop the skills to identify and resolve conflicts that arise in the workplace in order to ensure corporate productivity and growth. This online course will effectively help managers:

- Understand and identify conflicts
- Understand the causes/sources of conflicts in their company
- Identify and understand their conflict management styles
- Develop conflict management skills
- Drive the resolution of conflicts among reports, team members, and colleagues

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skills to improve climate and sustainability through performance. You will:

- Learn leadership behaviours that eventually become effective habits.
- Become someone who is able to influence others, inspire them to release discretionary effort, and support them to become the best they can be while performing at their utmost
- Understand your own behaviour better as well as your underlying predisposition and how to moderate your behaviours in order to be effective with other people – managers, peers, subordinates, customers and clients as well as other internal and external stakeholders.
- Be aware of how your behaviours contribute to shaping your work climate and how this affects your own, as well as other people's effectiveness and how to drive up the quality of engagement in their team

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